Toronto District School Board

Please check this Q and A page for periodic updates

P/VP Bill 124 Remedy – Payroll Frequently Asked Questions

1) What is Bill 124 Remedy?

Bill 124 was legislation that capped salary increases at 1% for Broader Public Sector employees between 2020 and 2023. In 2023, the Court of Appeal for Ontario declared the bill unconstitutional. The Crown and the Ontario Principals' Council have subsequently agreed to a remedy to be paid to the impacted Principals/Vice-Principals.

2) Who is eligible to receive retroactive pay?

TDSB employees under one of the bargaining units or groups impacted (ETFO, OSSTF, CUPE, PSSP, and Non-Union) between September 1, 2019, and August 31, 2022, may be eligible to receive retroactive payments. Currently Superintendents, Directors, Principals, and Vice Principals will not be eligible, unless they worked as a member of a qualifying group during the time from September 1, 2019 to August 31, 2022. An example would be a Vice-Principal who was promoted from a teaching role to Vice-Principal in September of 2021, this Vice-Principal would be eligible for payment from September 1, 2019 to September of 2021 for the teacher increases applicable.

3) How will the Board pay the retroactive pay?

The Board will pay the retroactive pay through direct deposit to eligible recipients with valid bank forms on file. Eligible Bill 124 recipients without valid banking forms will receive a cheque.

4) When will retroactive pay as a result of the Bill 124 remedy be paid?

The retroactive amounts will be paid to eligible active staff on May 9, 2024.

For eligible inactive employees who are receiving cheques, the Payroll department will confirm their mailing addresses before distribution.

5) How will the Bill 124 remedy impact the current wage grids?

Pay rates from 2022-23 onward will be adjusted and the change will also be paid retroactively to eligible employees. For unions/associations that have not ratified both central and local negotiations, the new 2021-22 rates will be carried forward into 2022-23 and 2023-24.

6) Does the retroactive pay apply to allowances and premiums?

Retroactive pay also applies to premiums and allowances that were increased by 1% annually in the 2019-2022 collective agreements.

7) What will happen to pensionable amounts?

The retroactive compensation increases will also be pensionable. The Board will advise the Ontario Teachers' Pension Plan (OTPP) and Ontario Municipal Employees Retirement System (OMERS) of additional employee earnings. Similarly, the Board will also advise WSIB and LTD carriers of changes to the earnings of applicable employees.

8) How will the Board pay the retired employees who were employed with TDSB between 2019 to 2022?

The Board contacted eligible retired employees at their last known address to advise them of the retroactive pay and request updated contact information.

Eligible retired employees will be paid by cheque If you did not receive a letter, please email payrollassistance@tdsb.on.ca subject line Bill 124 and your name.

9) How will the Board pay the estates of the deceased employees who were employed with TDSB between 2019 and 2022?

The Board will be mailing the Estate of eligible former employees to the last known address to obtain their address information. The Estate will be paid by cheque.

If you are a family member of a deceased employee and did not receive a letter, please email payrollassistance@tdsb.on.ca subject line Bill 124, and the name of the Estate.

10) How will these payments impact the statutory taxes?

This payment applies to the current year's statutory taxes and authorized deductions and will reflect on your 2024 T4. Adjustments will not be made to prior years' T4 slips.

11) What is the impact on union dues given the payments are retroactive to September 1, 2019?

The Board will deduct and remit the appropriate dues on your behalf.

12) What should be done in case the employees have questions about their payment?

Please complete the Payroll Services Queries Form. Due to the high volume of inquiries, it may take up to ten business days to receive a response.

13) How much money should I expect to receive as a result of the retroactive payment?

This amount will vary from employee to employee. A sample calculation is provided below for an employee earning $45,000 as of August 31, 2019.

	Pre-Bill 124 Remedy			Post-Bill 124 Remedy			
	Earning as at Aug 31st	Previous 1% Received	Earnings as at Sept 1	Earning as at Aug 31st	Bill 124 Increases	Earnings as at Sept 1	Retro Outstanding
	A	B	A + B	A	C	A + C	C - B
2019 - 2020	$ 45,000.00	$ 450.00	$ 45,450.00	$ 45,000.00	$ 787.50	$ 45,787.50	$ 337.50
2020 - 2021	$ 45,450.00	$ 454.50	$ 45,904.50	$ 45,787.50	$ 801.28	$ 46,588.78	$ 684.28
2021 - 2022	$ 45,905.50	$ 459.06	$ 46,364.56	$ 46,588.78	$ 1,747.08	$ 48,335.86	$ 1,972.31
						Total Bill 124 Retro:	*$ 2,994.09*
			F	New Base Earnings		G	G - F
2022 - 2023	$ 46,363.55	n/a	$ 46,363.55	$ 48,335.86	n/a	$ 48,335.86	$ 1,972.31
2023 - 2024	$ 46,363.55	n/a	$ 46,363.55	$ 48,335.86	n/a	$ 48,335.86	$ 1,479.23
							(pro-rated for 9 mo.)
						Total Retro + Grid Adjustments:	*$ 6,445.63*

14) Will Superintendents, Principal, and Vice-Principals be entitled in the future to retroactive payments?

At this time, we do not have any information from the Ministry of Education on whether these roles may later qualify for retroactive payments from Bill 124. Should this change in the future we will inform the impacted groups and process the appropriate payments as instructed.

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